



CSR Session

**Multi-Stakeholders Workshop on People
with Disabilities in Indonesia: Access to
employment and Justice**

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Overview

1. Inclusive Policies
2. Increasing Role of CSR and Employers to foster Inclusion of People with Disabilities.
3. ILO's Code of Practice
4. The Global Business and Disability Network

1. Mainstreaming and inclusion as part of the UN Convention and ILO's Mandate of Decent Work

- Mainstreaming or inclusion: means that people with disabilities have access to existing programmes and services along with non-disabled people and that, if necessary, reasonable accommodation is made to ensure that they can participate.



2. Increasing Role of CSR

- CSR today is almost a must for any enterprise of a certain size and international parent firm.
- Many CSR programmes are not directly linked to their core business (more charity based)
- CSR has been identified as area of priority by companies to promote inclusion and empowerment of women and people with disability.

2. ILO Code of Practice

Management of Disability at the Workplace

- Finalized and adopted by Tripartite Meeting of Experts, Geneva, October 2001
- Unanimously adopted by ILO Governing Body November 2001
- Provides guidance to employers in recruitment, promotion, job retention and return to work

Code of Practice - Objectives

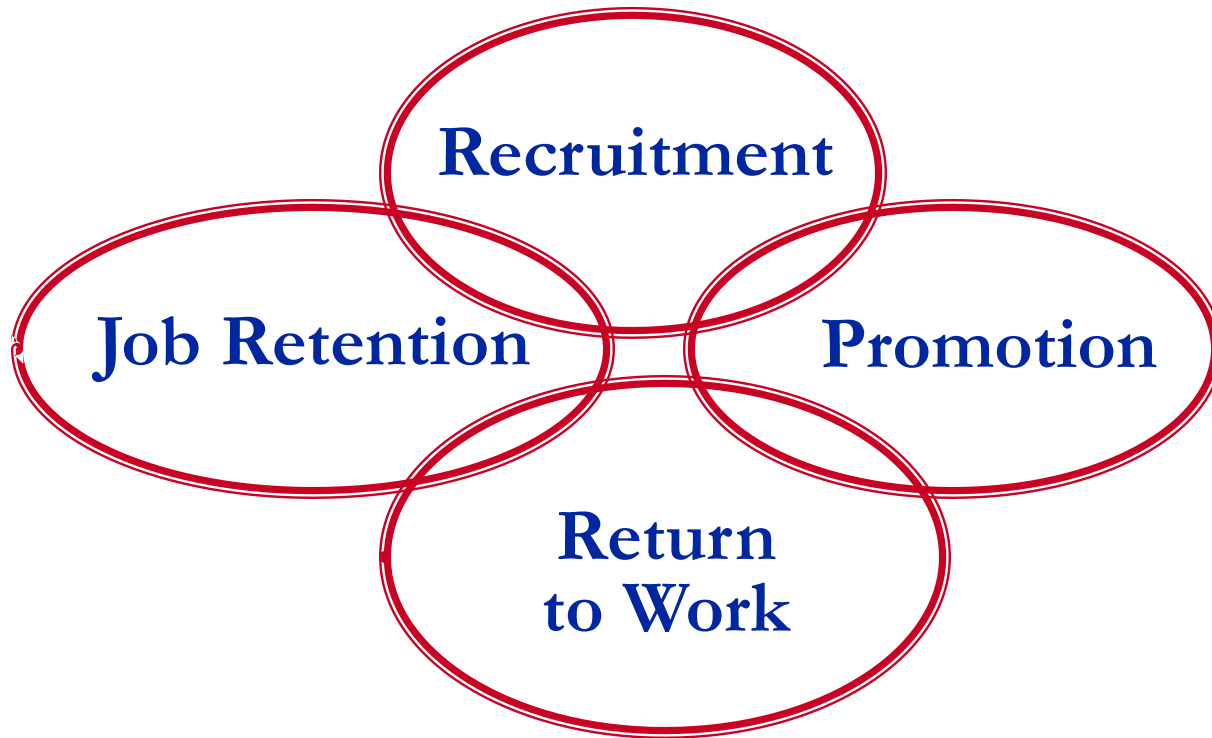
- Equal opportunities in the workplace
- Improved employment prospects
- Safe, accessible and healthy workplace
- Minimal employer costs associated with disability
- Maximal contributions of workers with disabilities to the enterprise.

Disability Management - Key Actors



Disability Management is most effective when based on
Positive cooperation

Code provides guidance on managing disability issues in



3. The ILO Global Business and Disability Network?

Members

- Multinational companies
- Employers' organizations
- Selected NGOs and DPOs
- National and regional networks that address disability issues

Purposes

- Sharing of good practices
- Strengthening of employers organizations at country level
- Joint projects, activities and tool development
- Link to ILO projects and activities

Sharing good practices

- Example: Publication of 25 company profiles, “Disability in the Workplace: Company Practices”
 - Illustrates works on disability as they relate to
 - Hiring and retention
 - Products and services
 - Corporate social responsibility
- Next publication: Practices of Employers’ Organizations

Strengthening EOs

- Employers’ organizations have greater access to small and medium size companies at the national level
- Example: The ILO is collaborating with the Employers’ Federation of Ceylon in Sri Lanka to conduct a study tour involving several employers’ organizations in Asia

Developing joint products and services

- Compilation of national disability laws, especially as they relate to labour issues and hiring of disabled persons



Disabled female worker benefits from Marks and Starts

Link to ILO projects

- Example: Marks and Spencers' works with its supply chain to encourage integration of people with disabilities into the workforce--
- **Marks and Starts.**
 - Programme in Bangladesh since 2006
 - 222 people with disabilities trained to work in 21 sourcing factories
 - The ILO TVE) Reform project provided technical assistance and equipment to streamline and upgrade the training of the NGO that is a source of disabled workers for the factories
 - Result: the capacity to train doubled and a certificate

Organizational progress

Members and meetings

- 36 multinational company members
- 12 employers' organizations
- Other members: DPOs and resource networks
- Held 3 inaugural planning meetings:
 - Paris, sponsored by Accor Hotels
 - New York, sponsored by USCIB
 - Bangalore, sponsored by Wipro
- Meetings planned
 - Latin American in Sept 2011
 - African and other regions (upcoming)

Structure and communication

- Formed a Steering Committee which met for the first time in June 2011
- Established communications strategy for Network
- Operational procedures in place
- Website being developed
- Social media coming soon

Members: 36 Companies

- Accor Hotels, France
- Adecco, Switzerland
- Allianz, Germany
- American Express, USA
- Carrefour, France
- Casino, France
- Cisco, USA
- Credit Suisse, Asia
- Dow Chemicals, USA
- Delta Holding, Serbia
- Ernst & Young, USA
- H & M, Sweden
- IBM, USA
- Infosys, India
- Khan Industries, Bangladesh
- KPMG, USA
- Kyobo Life Insurance, Korea
- L'Oreal, France
- Manpower, USA
- Marks & Spencer, UK
- Mphasis, India
- Nokia, Finland
- Novartis, Switzerland
- Orange, France
- PepsiCo, USA
- Samsung Electro-
- Mechanics, Korea
- Sodexo, France
- Tata Consultancy, India
- Telefonica, Spain
- Telenor, Norway
- Thomson Reuters, Bangalore
- Yum! Brands, USA
- UBS, Asia
- Volvo, Sweden
- Walgreens, USA
- Westpac, Australia
- Wipro, India

Members: Employers' Organizations and Networks

- Australian Employers Network on Disability
- Bangladesh Employers' Federation
- Employers' Federation of India, Mumbai
- Mauritius Employers' Federation
- Mongolian Employers' Federation
- Namibian Employers' Federation
- National Association of Software and Services Companies (NASSCOM), India
- BusinessNZ, New Zealand
- PHD Chamber of Commerce and Industry, New Delhi, India
- The Employers' Federation of Ceylon, Sri Lanka
- US Council for International Business, New York

People with disabilities are represented by the International Disability Alliance. Regional networks of resource NGOs, universities, etc. are also members.

Benefits of joining the Network

- ✓ You will be in 'good company'
- ✓ Business 2 Business knowledge sharing
- ✓ Access to ILO institutional knowledge
- ✓ Stay up to date on current international standards and changing national frameworks
- ✓ Increased access to untapped talent
- ✓ Opportunity to help craft the Network
- ✓ Help in meeting HR diversity and CSR goals through Network activities

Some achievements and actions...

PHD Chamber of Commerce

India: job fairs planned for 14 states in Northern India

Bangladesh employers: first awareness seminar held in July

Novartis: GBN support for own disability strategy

Accor collaborates with ILO and DPOs in Bangkok

Dow facilitates companies set up disabled employee networks

- **Microsoft:** GBN support in Bangalore
- **ILO holds webinar** on Network with UN Global Compact
- **Study tour** of employers' organizations in Sri Lanka (participating countries: Thailand, Cambodia, Mongolia, Bangladesh)
- **Database** of laws and policies updated on ILO NATLEX database

Positive Developments

- More and more Multinational Enterprises become members of the GBN.
- The recent meeting in Bangalore clearly indicates that companies shift from 'charity based' approach to an organisational culture, which promotes **diversity** and **different abilities in the workplace.**

Resources on the Web

ILO Websites and ILO TV:

Disability: <http://ilo.org/disability>

Employer Activities: <http://www.ilo.org/actemp>

NATLEX: Database of national labour, social security, and related human rights legislation <http://www.ilo.org/dyn/natlex>

ILO TV: Global Business and Disability Network playlist
<http://www.youtube.com/ilotv#p/c/73A22D93B709417B>

Other Sources:

UN Enable: Convention on the Rights of Persons with Disabilities
<http://www.un.org/disabilities>

US Department of Labour/Cornell University Project
<http://www.askearn.org>

Job Accommodation Network: <http://www.jan.edu>

Australia JobAccess: <http://jobaccess.gov.au>



The ILO logo is a large, faint watermark in the top-left corner of the slide. It features the letters 'ILO' in a bold, serif font, with a gear-like circular emblem to the right and a laurel wreath at the bottom.

Terima Kasih

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Website coming soon!